



# MISSION

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**To develop a system  
that produces a workforce with the required  
skills to maintain and enhance  
the Michigan economy.**

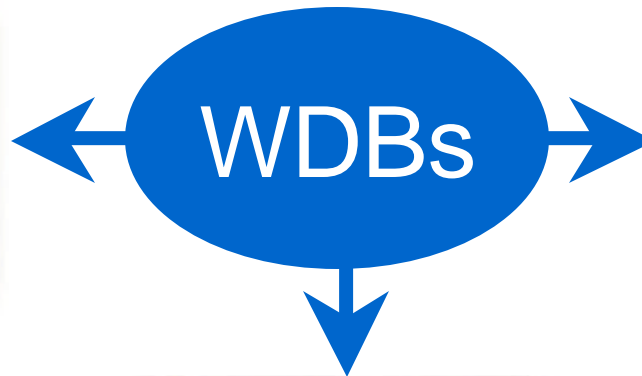
Click the "Down Arrow" key to view slides

# The Career Development System



## Career Preparation System

- K-12, community colleges, universities
- Integrated curricula
- Career awareness
- High academic standards
- Apprenticeships
- CTE
- Applied learning
- Internships



## Workforce Development System

- Michigan Works! Service Centers
  - Adult education
  - Work First
  - WIA
  - WIIA



## Worker Enhancement System


- Skills upgrades
- Credentialing
- Career planning



**Michigan's  
Career Preparation System**

**EDUCATION  
THAT WORKS!**



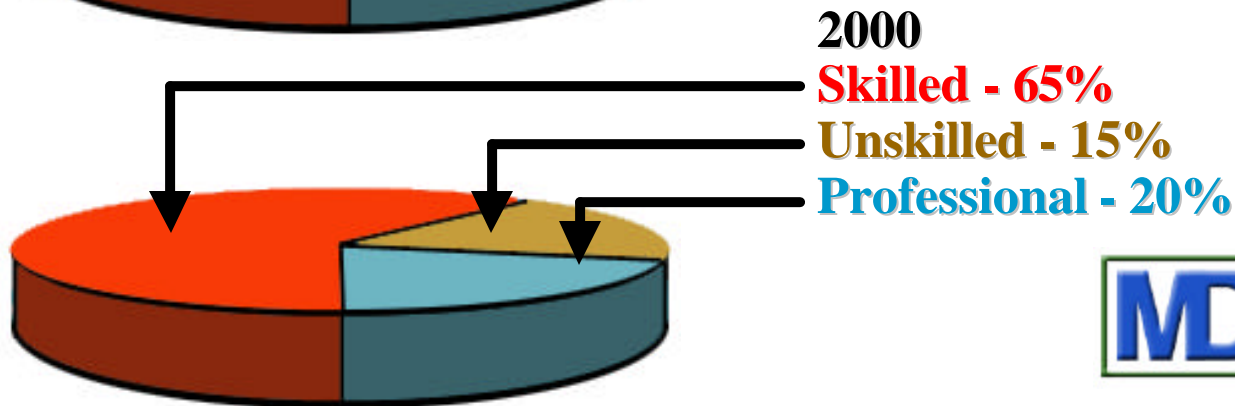
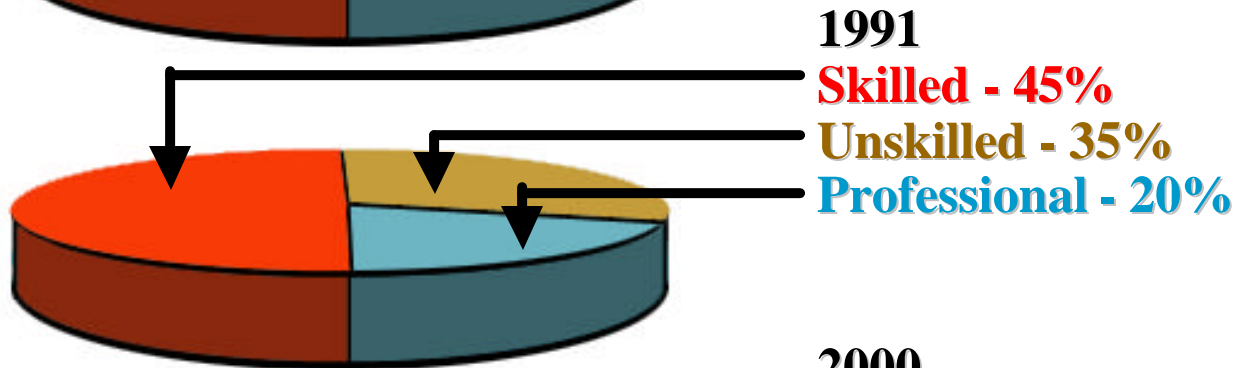
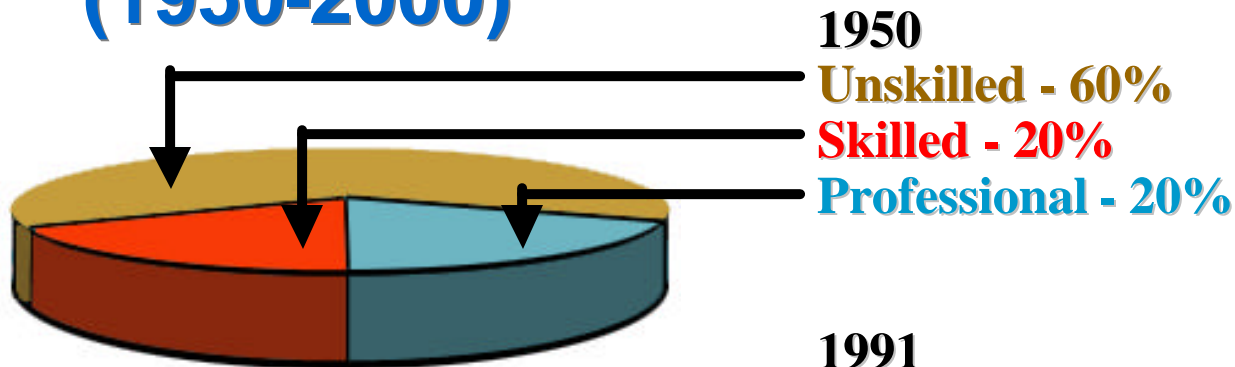


“In a time of drastic change,  
it is the learners who inherit the future.  
The learned find themselves equipped to live in a  
world that no longer exists.”

--- **Eric Hoffer**



# Job Skill Level Changes (1950-2000)





# Facts about Education and Economics

**85% of high school sophomores aspire to at least a 4-year college degree.**

**Professional occupations make up only 20% of all jobs.**

**66% of 1998 high school graduates enrolled in colleges or universities.**





# More Facts about Education and Economics

**53% of those who enroll in a 4-year program graduate 6 years later.**

**A 4-year college education is getting more expensive each year. Loans comprise 55% of all financial aid.**

**Only 32% of students who graduate with a bachelor's degree find a job in their field of study.**



# College Completion Success Rates

INSTITUTION	YEAR ENROLLED	PERCENT GRADUATED	NUMBER OF YEARS
MSU	1993	64%	6
U of M	1993	82%	6
WMU	1993	55%	6
NATIONALLY	1989	53%	6







# **What Are the Four Factors that Determine Success in College?**

**Necessary academic skills**

**Ability to pay**

**Clear direction or focus**

**Commitment to complete**



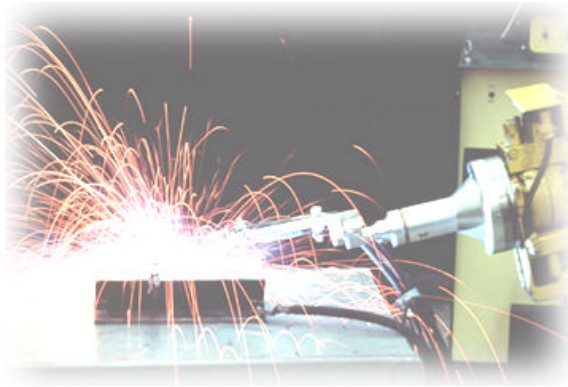
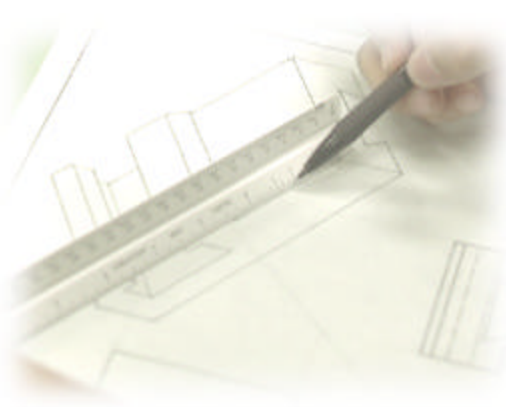
-- Dr. Kenneth Gray,  
Penn State University



## **What Is Career Preparation?**

**In Michigan, it is a system designed to give all students a jump-start on their futures by providing them with opportunities to explore a variety of careers throughout their K-12 education and beyond.**





# **What Is the Mission of the Career Preparation System?**

**All students completing Michigan's educational system will have the necessary academic, technical and work behavior skills for success in a career of their choice and lifelong learning.**





# Premise of the Career Preparation System

**Sooner or later,  
most people seek  
employment.**



# What Are the Goals of the Career Preparation System?

**The Career Preparation System will be fully integrated into the Michigan education system.**

**All students, with their parents, will be prepared to make informed education and career choices.**

**All students will have the types and levels of skills, knowledge and performance valued and required in their education and career choices.**







# **How Long Has the Career Preparation System Been in Existence?**

**Michigan's Career Preparation System was created through amendments to the FY 1997-98 School Aid Act and a 1997 Executive Order by the Governor.**





# What Can Parents Do to Encourage their Children in Career Planning?

**Talk with their children about favorite school subjects, hobbies and interests and how these relate to careers**

**Visit job fairs, open houses and other career-oriented events with their children**

**Encourage their children's schools to provide real-work experiences through field trips, speakers, etc.**

**Provide a positive role model by sharing their own career experiences**





# How Can Business People Become Involved in Career Preparation?

**Provide students and their schools with tours, speakers, job shadowing and other non-paid work experiences, and school-to-registered apprenticeships**

**Collaborate with educators to develop an integrated curriculum**

**Offer internship opportunities to teachers and school counselors**

**Assist educators in assessing student performance and evaluating programs through peer review committees**



# What Can Teachers Do to Promote Career Preparation?

**Integrate real-world examples into their teaching to help students see the connection between various careers and what they learn in the classroom**

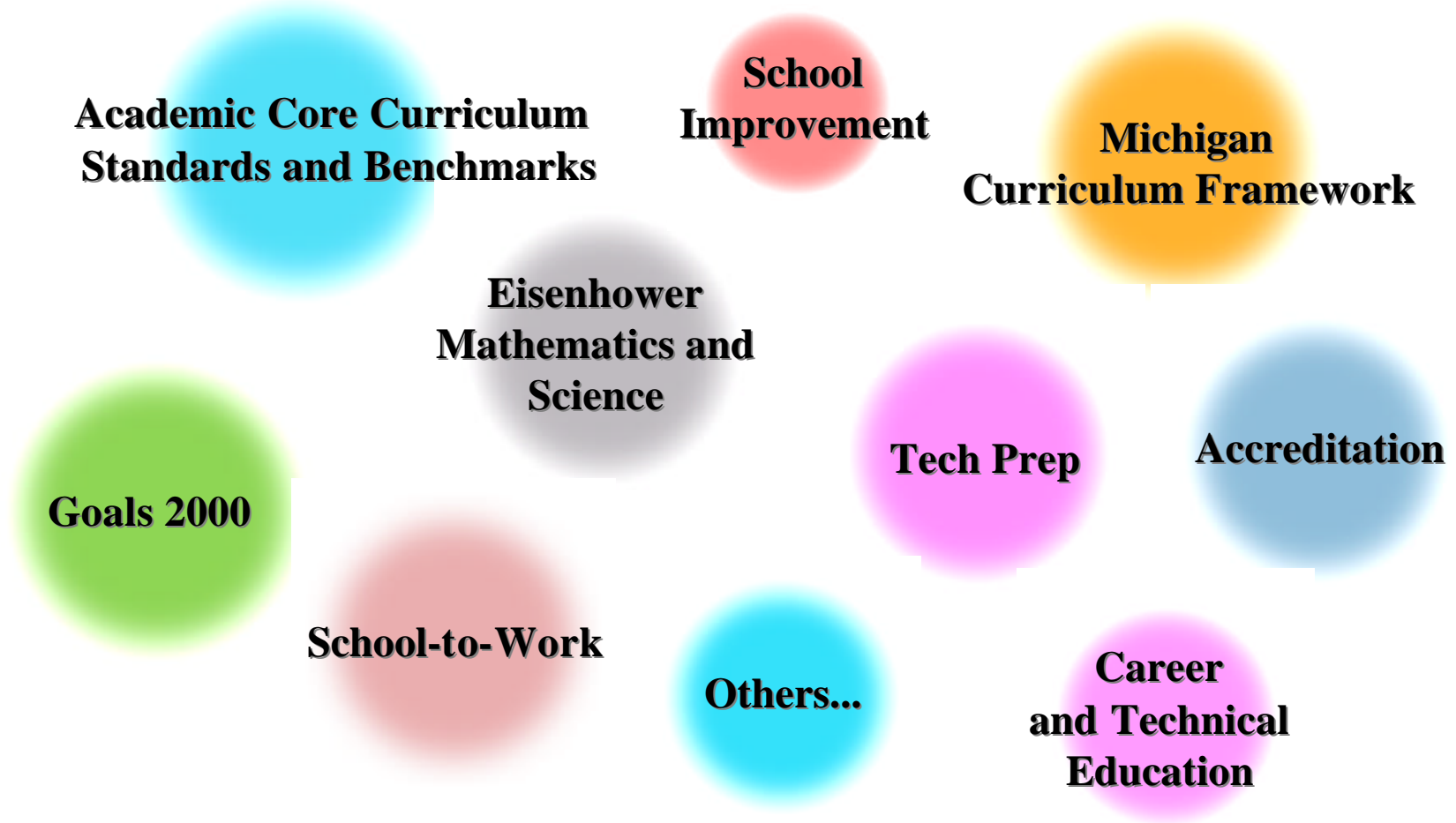
**Provide real-work experiences through field trips, speakers, tours, job shadowing and mentoring**

**Explore with students their talents, likes and dislikes**

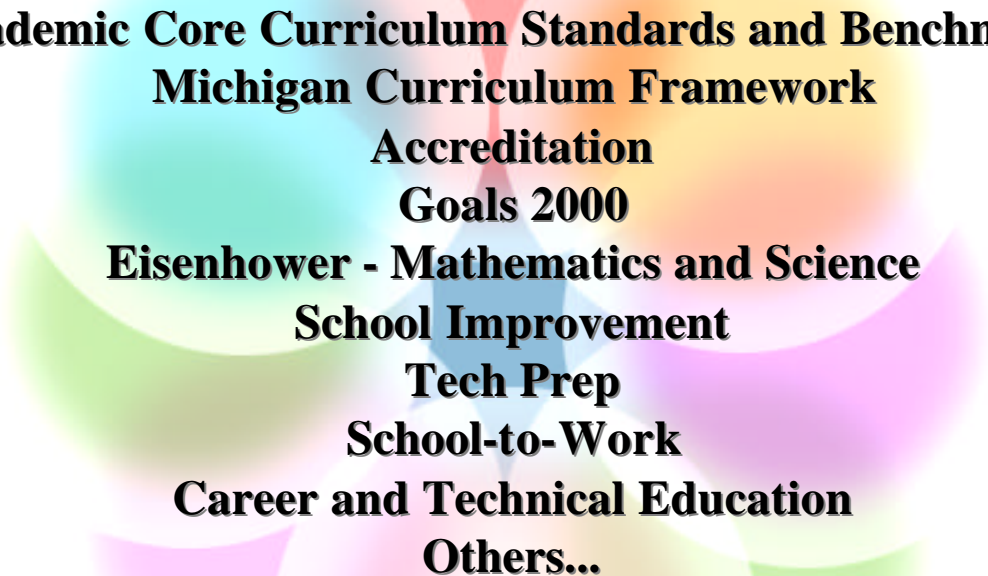
**Introduce Career Pathways as a way for students to plan for future careers**



# Existing Initiatives Need to Be Aligned



# **Existing Initiatives Need to Be Aligned**



**Academic Core Curriculum Standards and Benchmarks  
Michigan Curriculum Framework  
Accreditation  
Goals 2000  
Eisenhower - Mathematics and Science  
School Improvement  
Tech Prep  
School-to-Work  
Career and Technical Education  
Others...**

# How Do Workforce Development Boards (WDBs) Get Involved with Education?

**Each WDB has the responsibility for appointing an Education Advisory Group (EAG) for its local area.**

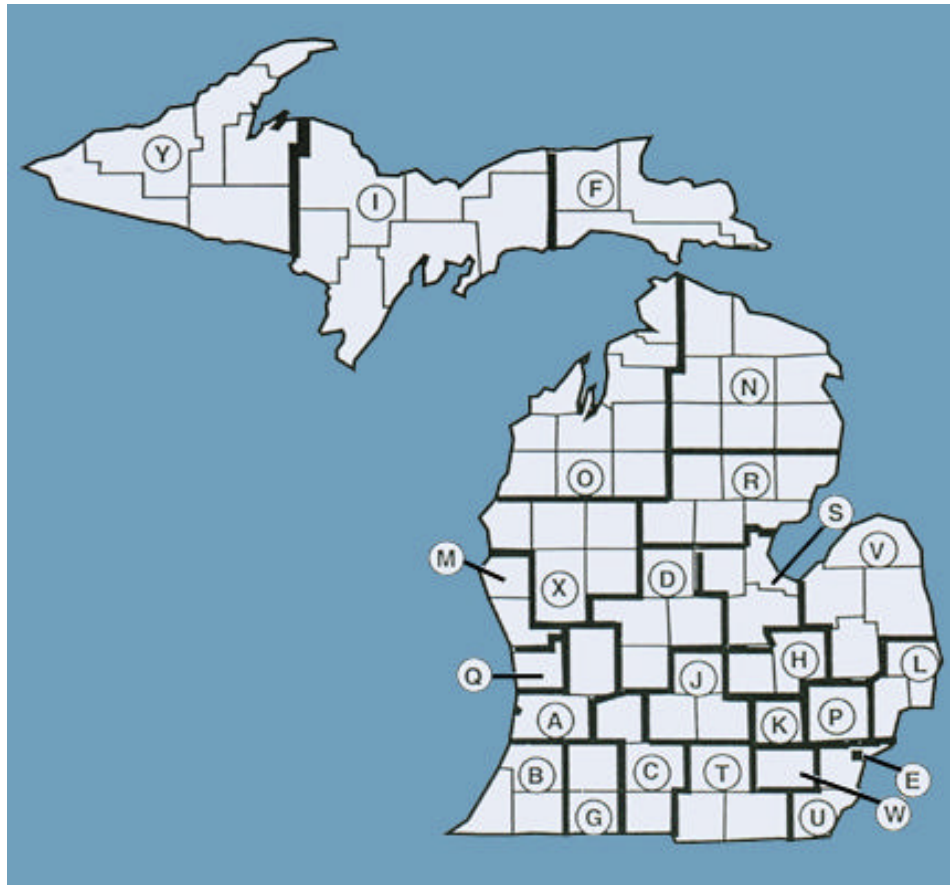
**EAGs consist of superintendents, community college presidents, business leaders and other officials.**

**Each EAG is responsible for leading strategic planning for educational programs in its respective region.**





# Michigan Workforce Development Agencies



**Career  
Preparation  
Planning  
Areas**



# Components of the Career Preparation System

**Academic preparation  
(integrated curriculum/  
contextual learning)**

**Career development**

**Workplace readiness (employability skills/life skills)**

**Professional and technical education**

**Work-based learning (job shadowing, mentoring, etc.)**

**Accountability**

**School Improvement**





# Career Development

**Career Pathways**

**Comprehensive  
Guidance/Counseling**

**Career Awareness**

**Career Exploration**

**Career Assessment**

**Education Development Plans**

**College Placement**



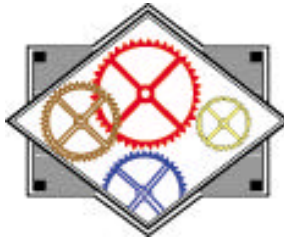
# What Are Career Pathways?



**BUSINESS**



**ARTS/  
COMMUNICATION**



**ENGINEERING/  
INDUSTRIAL**



**HEALTH  
SCIENCES**



**HUMAN  
SERVICES**



**AGRI-  
SCIENCE**

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**This is the mainstay of the Career Preparation System. Career Pathways are six broad groupings of careers that share similar characteristics and whose employment requirements call for many common interests, strengths and competencies.**



# Why Create Career Pathway Schools?



**A Career Pathways school district or building is one that has adopted a Career Pathway structure for organizing teaching and learning.**

**Integrating Career Pathways into the school curriculum improves:**

**Student retention**

**Student attendance**

**Student achievement**

**Student career decision making**

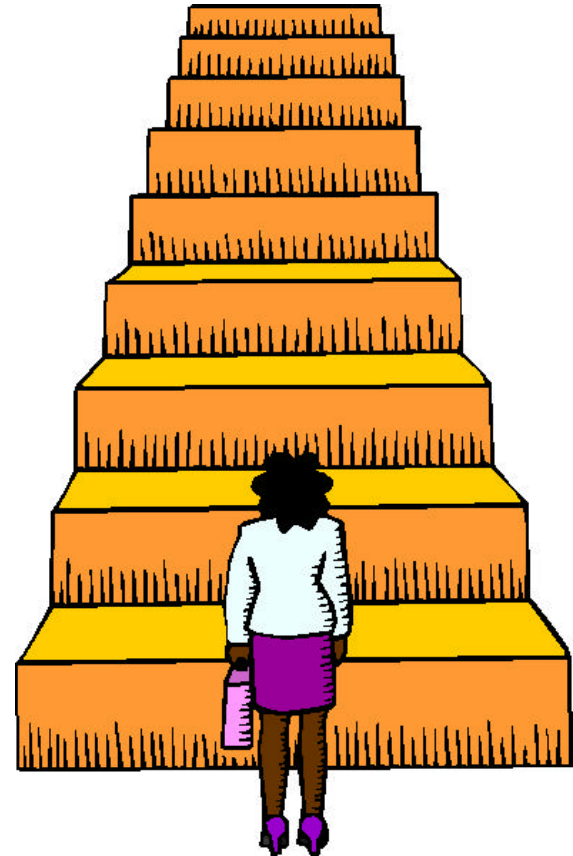
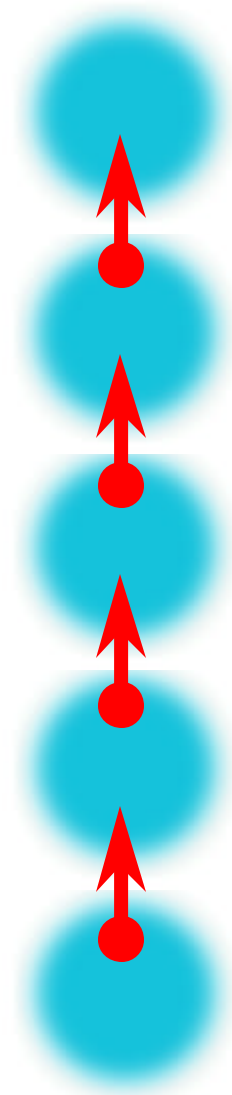
**Student career goal attainment**



# Career Ladder

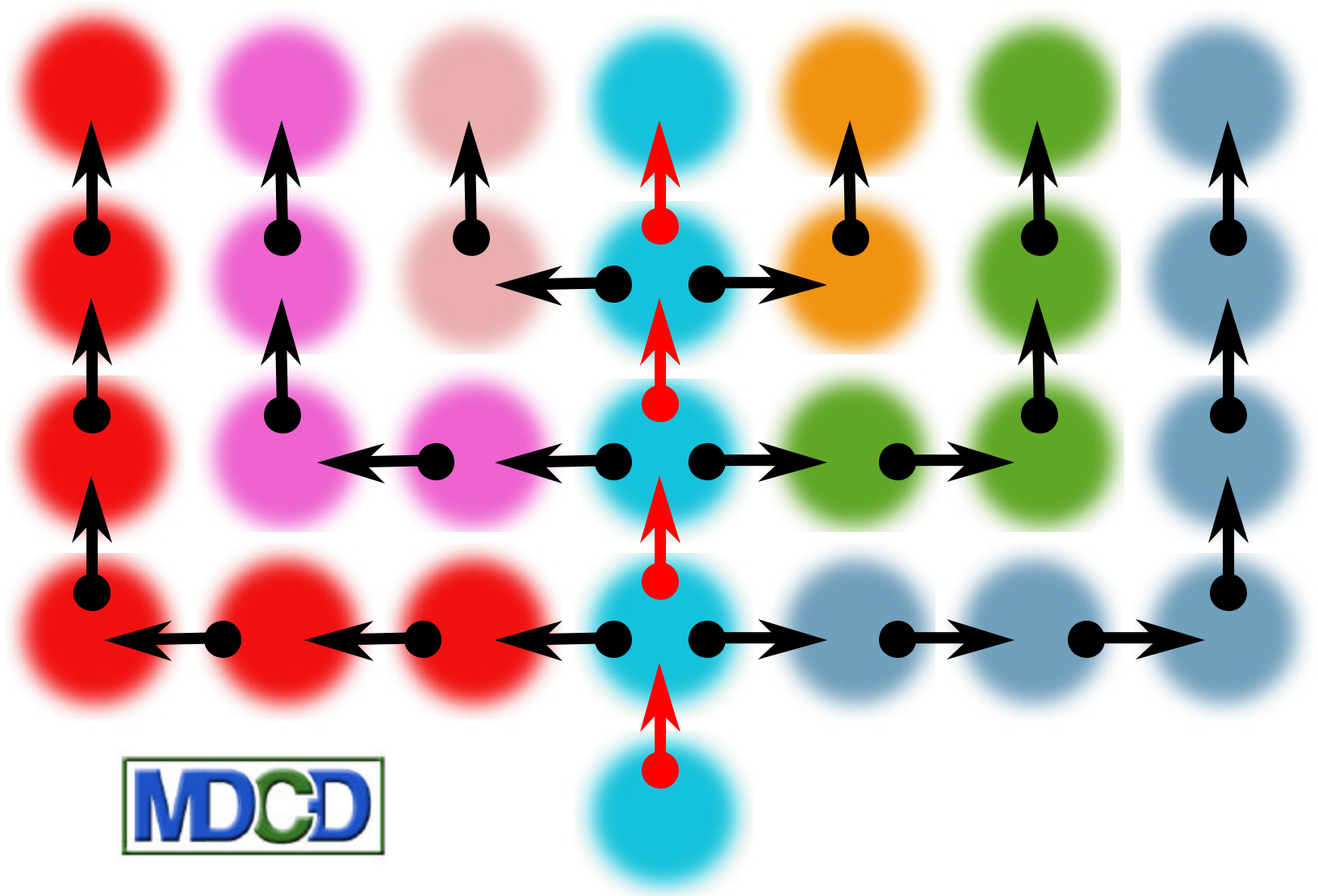


**MDCD**





# Career Lattice



MDCD

# What Are Some Characteristics of the Six Career Pathways?

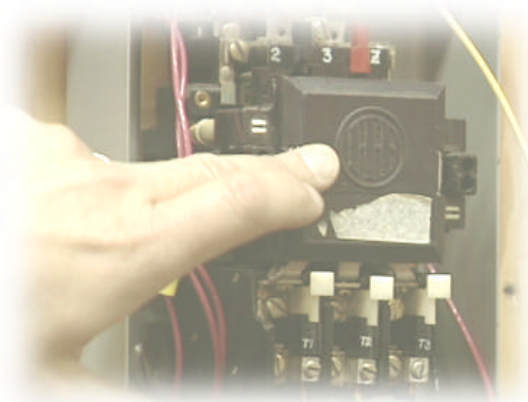
**Encompass the entire spectrum of career options**

**Provide opportunities for all students and all ability levels**

**Offer significant potential for knowledge and skill transferability within the pathway**

**Encompass the full range of work requirements within each pathway from entry level to the more advanced**





# Each Career Pathway Includes:

**Examples of specific careers**

**Level of education required for each**

**Relevant courses in school**

**Fast-growing occupations**

**Personal characteristics related to success**



# How Do the Six Career Pathways Help Students?

**Help students see how school subjects relate to the world of work**

**Help students examine interests, goals and talents and how these can relate to a chosen career**

**Challenge students to develop high academic skills**

**Provide students with support and encouragement through mentors and role models from the business community**

**Help students learn about emerging career opportunities**





# **Business, Management, Marketing and Technology Pathway**

**Careers related to all aspects of business. These include business administration, entrepreneurship, sales, finance and economics. These careers are interesting to people who are good with math and enjoy being the leader of a club or captain of a team.**

**Examples of careers are business owner, auditor, stockbroker and computer systems manager.**





## Arts & Communications Pathway

Careers related to the humanities and the performing, visual, literary and media arts. These careers are interesting to people who value creativity.

Examples are artist, journalist, graphic designer, public relations specialist, fashion designer and interior designer.







# Engineering, Manufacturing and Industrial Technology Pathway

Careers related to technologies necessary to design, develop, install and maintain physical systems. This is an area of interest for people who like to work with tools, equipment and other kinds of machinery.

Examples of careers are automotive technician, heating/air conditioning technician, engineer (chemical, electrical, mechanical, etc.), carpenter and plumber.





# Health Sciences Pathway

Careers in the promotion of health and treatment of injury and disease. This area would be of interest to people who are interested in how the body works and who care about the well being of people and animals.

Examples of careers are physician, nurse, veterinarian, physical therapist and dental hygienist.





# Human Services Pathway

Careers in child care, education, civil service, hospitality and the social services. This pathway appeals to people who enjoy interacting with other people and who are interested in helping people solve their problems.

Examples of careers are teacher, social worker, religious leader, travel agent, hotel manager, chef and police officer.





# Natural Resources and Agriscience

Careers related to natural resources, agriculture and the environment. This is an area for people interested in nature and animals and who prefer to work out of doors.

Examples of careers are farmer, landscaper, marine biologist, forester, conservation agent and oceanographer.





## **Status of Career Pathways Implementation**

**During the 2000-2001 school year, more than  
60 high schools in Michigan had implemented  
Career Pathways programs.**







**BUSINESS**



**ARTS/  
COMMUNICATION**



**ENGINEERING/  
INDUSTRIAL**



**HEALTH  
SCIENCES**



**HUMAN  
SERVICES**



**AGRI-  
SCIENCE**

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**For more information about  
Career Pathways,**

**call toll free**

**1-866-MY-GOALS (voice/TTY)**







***GOD PUT ME ON EARTH  
TO ACCOMPLISH A  
CERTAIN NUMBER OF  
THINGS. RIGHT NOW I'M  
SO FAR BEHIND, I WILL  
NEVER DIE!***



# **State Board of Education's Vision for K-12 Education**

**All students will:**

**Develop their potential**

**Engage in challenging and purposeful learning**

**Blend their experiences with content knowledge and real-world applications**

**... in preparation for adult roles.**



# Adult Roles

**Literate individuals**

**Healthy and fit people**

**Responsible family members**

**Productive workers**

**Involved citizens**

**Self-directed lifelong learners**





# **Teaching and Learning Standards**

**Higher order thinking**

**Deep knowledge**

**Substantive conversation**

**Connections to the world beyond the classroom**





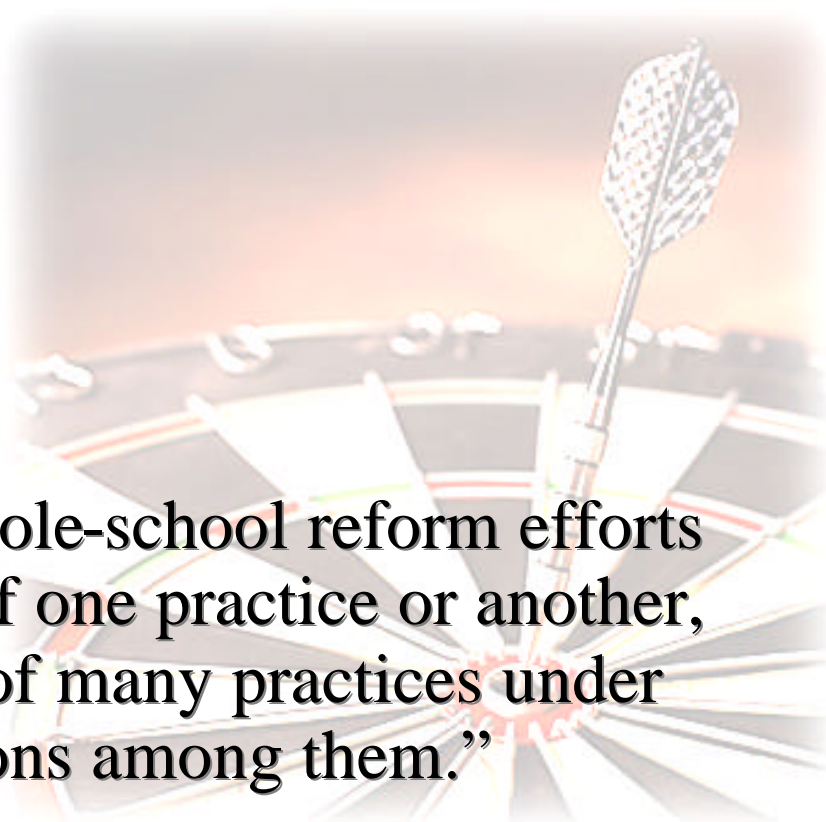
# Connections to the World Beyond the Classroom

**Students make connections with knowledge and either public problems or personal experiences. The problems addressed in school should be from the real world.**

**Workplace connections are an important way of making connections to the real world through occupational illustrations and contexts of problem solving.**







“Most successes of whole-school reform efforts are not the consequence of one practice or another, but instead the gathering of many practices under one roof and the interactions among them.”

**--- Key High School Reform Strategies:  
An Overview of Research Findings, 1999**







# **Recurring Themes of School Reform**

**Change school organization  
(introduce Career Pathways)**

**Contextual learning**

**Professional development and time to work together**

**Focus on student success (for next level)**

**Personalize the school experience**





**“High school is like a  
pumpkin...  
it just rots away after  
Halloween!”**

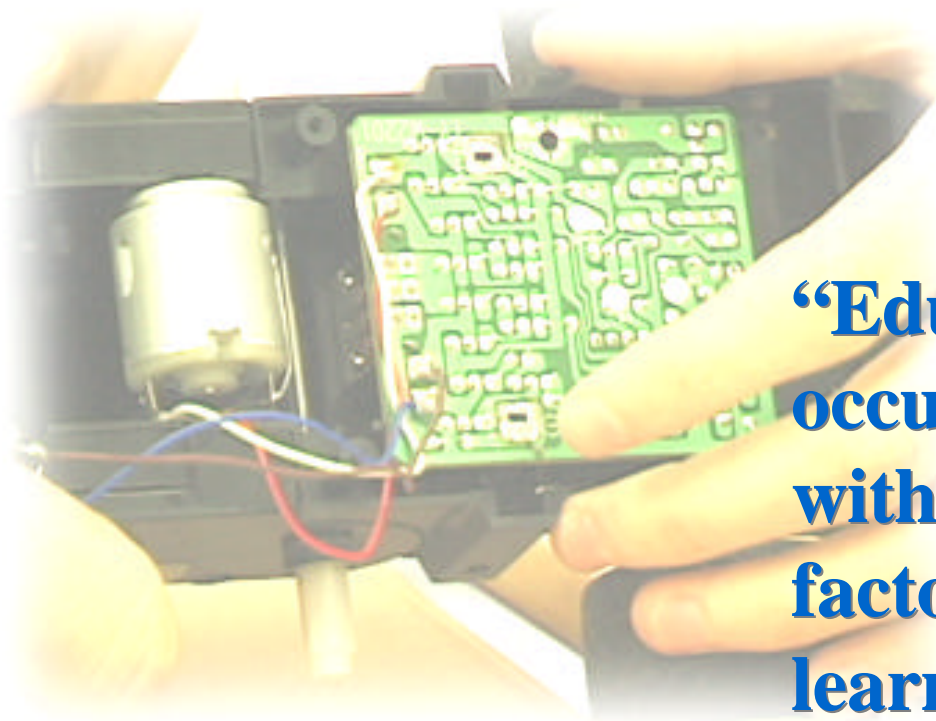
**-- Maine high school student**



## Why Are We Here?

**Traditional:** “To help students complete high school.”

**Transformation:** “To help students be successful at their next level.”



**“Education through occupations... combines within itself more of the factors conducive to learning than any other method.”**

**-- John Dewey, 1916**



**“The trouble with the future is that it usually arrives before we’re ready for it.”**

**-- Arnold H. Glasgow**



**“The future of work  
consists of learning a  
living.”**

**-- Marshall McLuhan,  
University of Toronto**